BLUE

Overview for Blue:

* Contacts and relates well to others
* Makes favorable impressions
* Creates a motivational environment
* Good group or team participant
* Enthusiastic
* Persuasive
* People oriented
* Stimulating
* Mediator
* Optimistic
* Sensitive to the needs of others
* Appreciates harmony
* Encourages others
* Empathic
* Developmental
* Imaginative
* Inspirational
* Sincere
* Animated
* Entertaining
* Expressive
* Engaging
* Dedicated
* Leads with feelings
* Concern for others

Favorable workplace conditions for Blue:

* Interactive
* Personal
* Friendly & social
* Relaxed and unstructured
* Freedom of expression
* Democratic relationships
* Freedom from control and detail
* Opportunity to verbalize proposals
* Opportunity for social recognition
* People-centered, humanistic
* Process-oriented (focuses on how we work or treat others)
* Non-competitive
* Aesthetic surroundings (peaceful)
* Group activities (opportunity for social interaction)
* Team focused work, team problem solving
* Sharing of personal experiences and applications (collaboration)
* Self-awareness and improvement
* Supportive, encouraging and reassuring
* Harmonious cooperation
* Meaningful and exciting
* Public recognition of ability

Strengths Blues bring to the workplace

* Sensitive to the needs of people
* Give people all the time they need in the workplace
* See possibilities, meanings and relationships
* Effective in getting people to work together
* Draw out the best in people
* Aware of organizational climate
* Work with and through people
* Insightful and charismatic
* Understanding and compassionate
* Try to accommodate the needs of co-workers

Blue

What You See:

* Makes good eye contact
* Appears to listen attentively
* May be animated
* Facial expressions indicate warmth and friendliness
* Dress is usually fashionable, soft fabrics, warm colors
* Focus on the person they are talking with
* Polite manner
* Nurturing posture
* Makes use of touch frequently
* Often gestures from the heart, hands are open
* Will stop doing paperwork to engage another person

What You Hear:

* Speaks with a feeling in voice
* Does not use threatening language
* Ends sentences with a higher pitch
* Checks before interrupting
* Avoids conflict
* Often repeats what is said (active listener)
* Mellow voice tone
* Soothing voice
* Often enthusiastic voice tone
* Uses frequent “I” statements
* Words may be intimate
* Will frequently apologize
* May begin sentences with “I feel…”

Stresses for Blue:

* Disharmony
* Insensitivity
* Insincerity
* Time limits and pressure to decide quickly
* Impersonal treatment
* Personal criticism
* Unresolved conflict
* Routine work
* Competition
* Personal disapproval
* Personal rejection and social exclusion
* Being ignored
* Non-supportive behavior
* Discouraging remarks
* Isolation
* Detailed paperwork and forms before people
* Censorship
* Lack of warmth
* Aggressive or abusive behavior
* Being yelled at
* Dishonesty or being lied to
* Rigid (non-flexible) or authoritarian behavior
* Negative criticism
* Aggression
* Conflict

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| Negative ways to see  Blue: | Positive ways to see  Blue: |
| Overemotional | Warm |
| “Bleeding Heart” | Caring, compassionate |
| Mushy | Romantic |
| Other-worldly, not of this world | Spiritual |
| Flaky, unrealistic | Creative |
| Hopelessly naïve | Idealistic |
| Too tender hearted | People-person, sees possibilities for all people |
| Easily duped | Willing to work tirelessly for cause |
| A pushover, weak | Unselfish |
| Too “touchy-feely” | Comfortable/express with touch |
| Just pathetic | Empathetic |

Strategies for Blue’s Success:

* Establish a democratic relationship.
* Ask for their creative ideas: “how might we…”
* Allow time for discussion of ideas, people, and their intuition.
* Collaborate or jointly problem-solve issues to be resolved.
* Allow some latitude for dramatic detail, yet encourage them to focus on the point and benefit of the story being discussed.
* Offer suggestions for transforming ideas into action.
* Define “who” needs to do what (set clear expectations/deadlines).
* Discuss priorities and deadlines on a regular basis.
* Discuss how completion of the task will increase their visibility and help the team.